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STATE OF NEW HAMPSHIRE
DEPARTMENT OF HEALTH AND HUMAN SERVICES
OFFICE OF THE COMMISSIONER

Lori A. Shibinette
Commissioner

Lori A. Weaver
Deputy Commissioner

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September 13, 2022

His Excellency, Governor Christopher T. Sununu
and the Honorable Executive Council
State House
Concord, NH 03301

REQUESTED ACTION

Pursuant to RSA 94:6, the Department of Administrative Services respectfully requests to place Michael Lawless at Step 2 for the position of Director, Employee Assistance Program Position #9U472, unclassified salary grade HH, earning \$92,170.00, effective upon Governor and Council approval. 100% General Funds.

EXPLANATION

The Employee Assistance Program provides overall strategic leadership, direction and administration of the Employee Assistance Program and its six employees. The position serves all state agencies within the three branches of government and is located within and directly supervised by the Department of Health and Human Services.

Mr. Lawless has a Master's Degree in Social work and is a licensed independent social worker, a masters licensed alcohol and drug counselor and a substance abuse professional. He has been a counselor at the current Employee Assistance Program for the last seven years and has been a practicing clinician since 2009.

I respectfully request that Mr. Lawless be placed in the Director position at EAP, unclassified salary grade HH, at Step 2 with and effective start date of October 7, 2022.

Sincerely,

Lori A. Weaver
Deputy Commissioner

Enclosure

LICENSURE:

- Licensed Independent Clinical Social Worker (LICSW) #1825
- Masters Licensed Alcohol and Drug Counselor (MLADC) #663
- Substance Abuse Professional (SAP)

EDUCATION:

CARL JUNG INSTITUTE BOSTON

Training Candidate. Anticipated completion date: 9/2024

Completed

BOSTON UNIVERSITY SCHOOL OF SOCIAL WORK (May 2011)

Masters of Social Work, GPA 3.82

WORK EXPERIENCE:

January 2015 to Present

State of New Hampshire Employee Assistance Program
Employee Assistance Program Specialist.

- Provide Organizational Assessments and Recommendations
- Develop and initiate Intervention programs to enhance employee well-being
- Implement Specialized EAP solutions for complex agency needs
- Meet the needs of all three branches of State Government to include several 24-hour facilities
- Respond to high profile situations while supporting/coaching upper management and providing grounding/containing guidance to employees
- Contribute to policy development with partnering agencies
- Training development with careful consideration to complex factors impacting workgroups
- Empower managers/employees to find creative ways to manage/resolve workplace conflict
- Facilitate groups around complex issues such as responding to violence in the workplace and unexpected loss of an employee
- Training on various topics; Sexual Harassment policy, Dignity and Respect, Building a code of respect, Team building, Wellness and self-care
- Upper Management support and coaching
- Develop partnership with outside agencies and referrals sources to increase resources for state employees agencies

October 2015 to Present

Private Practice Clinician
Therapist/Consultation

- Supervision for therapists pursuing licensure
- Substance Use Evaluations
- Referral
- Assessment
- Ongoing Therapy with a small caseload of clients utilizing Evidence Based Practices to include trauma-informed approach
- Provide trainings for NHADACA on Certified Recovery Support Worker's (CRSW) performance domains and Supervising CRSW's (2017 – ongoing)
- Presenter at NASW New Hampshire's annual conference (2018, 2019, 2021)
- Presenter at NASW Maine annual conference (2021)

References available upon request.

MICHAEL LAWLESS, MSW, LICSW, MLADC

- Columbia University guest lecturer/educator Adult Psychopathology on Substance Related/Addictive Disorders (2018, 2019)

Feb. 2019 to Ongoing

Dartmouth Hospital
Independent Contract (Clinical Supervision)

- Oversee the development of an initiative to decrease stigma and grow the awareness of complexities of challenges that arise in peer support work
- Provide high level guidance that impacts organizational procedures taking into consideration policy and ethical challenges to inform executive-level decision making that is fair to all
- Develop program-specific measures to demonstrate and measure program effectiveness
- Clinical Oversight of CRSW's employed in Emergency Department
- Facilitate ongoing education around supervision requirements to program managers
- Facilitate monthly Community of Practice discussion for CRSW's practicing outside of DH's Emergency Department who work in other areas of the hospital
- Provide weekly supervision for CRSW on staff

April 2010 to Oct. 2018

Chrysalis Recovery Center, LLC
Independent Contractor/Clinical Director

- Assist Program Director with Intensive Outpatient Program (IOP) development
- Provide supervision for other clinicians around substance abuse/mental health related issues
- Serve as a fee for service clinician working with court ordered/court involved clients
- Engaging clients and working to develop rapport/address resistance
- Connect clients with resources in the community to include; assessment, budgeting, job search, referral to Peer Support Agencies (PSA), resume building and referral for vocational assessments
- Utilize Rational Emotive Behavioral Therapy (REBT), Cognitive Behavioral Therapy (CBT) and Motivational Interviewing
- Worked with Service members and their family members through the Deployment Cycle Support Program (DCSP), many of whom are experiencing co-occurring disorders and other co-occurring work/life stressors

October 2009 to July 2010

Greater Nashua Mental Health Center (Community Council), Nashua, NH

October 2011 to January 2015 Substance Abuse Therapist

- Supervise Interns and Support Staff
- Oversee program operations in absence of Program Director
- Represent GNMHC at a nationally recognized treatment court in Minnesota to further impact services offered here in New Hampshire
- Facilitate Suboxone aftercare groups
- Develop appropriate curriculum for group and IOP group clients
- Formulate Diagnoses using clinical judgment, DSM IV/5, and other assessment tools
- Deal with complex treatment issues including, but not limited to; suicidality, other forms of self-harm, managing co-occurring disorders, stress management, criminal behavior, impact of choices on the family, development of healthy coping skills, substance use impact on the developing brain and setting goals and boundaries in relationships
- Work with adults and adolescents with substance use, and co-occurring mental health disorders
- Complete comprehensive biopsychosocial evaluations utilizing multi-axial diagnoses to include substance use and mental health diagnoses
- Strictly adhere to federal confidentiality guidelines in compliance with HIPAA and 42 CFR
- Work with clients to develop treatment plan goals and appropriate interventions to support clients toward self-determination and symptom treatment/management
- Facilitate Intensive Outpatient Groups (IOP) around such topics as; REBT/CBT disease concept, relapse prevention, co-occurring disorders, symptom management, stages of change model and family groups
- Utilize evidence based treatment strategies to work with clients with anxiety disorders, complex trauma history, depression and other co-occurring substance use disorders
- Teach clients appropriate stress and anger coping strategies

References available upon request.

MICHAEL LAWLESS, MSW, LICSW, MLADC

- Certified Impaired Driver Intervention Program (IDIP) instructor for the state of New Hampshire (2007).
- Primary, Advanced Certification and Associate Practicum attendance at the Albert Ellis Institute in Rational Emotive Behavioral Therapy (REBT) (2014, 2016 & 2019).
- Trauma focused education and ongoing training through course work, seminars and through practical application.
- Extensive studies in Jungian Psychology/Concepts
- Mediation training
- Critical Incident Stress Management (CISM) training completion
- Member of DHHS Institutional Review Board (IRB) reviewing research proposals
- Completion of graduate level practicum at the Sununu Youth Services Center (SYSC) 2008-2009